

CHECK LIST

HUMAN FACTORS TO CONSIDER WHEN BUYING A BUSINESS

The human factor is a key consideration when buying a business. In particular, the cultural fit. Use this list to assess gaps and potential risks.

<p>CULTURE</p>	<ul style="list-style-type: none"> ■ COMPATIBILITY BETWEEN YOUR CULTURE AND THE CULTURE PRESENT IN THE COMPANY ■ YOUR VALUES VERSUS THOSE CURRENTLY PROMOTED IN THE COMPANY ■ YOUR VISION OF HUMAN CAPITAL VERSUS THAT OF THE OWNER
<p>LEADERSHIP</p>	<ul style="list-style-type: none"> ■ MANAGEMENT STYLE (E.G. PATERNALISTIC, AUTOCRATIC, PARTICIPATORY) ■ LEVEL OF EMPLOYEE ENGAGEMENT (MOTIVATION) ■ QUALITY OF COMMUNICATION WITH EMPLOYEES (TYPE OF COMMUNICATION, FREQUENCY, ETC.)
<p>PROCESS</p>	<ul style="list-style-type: none"> ■ HUMAN RESOURCES POLICY IN PLACE (PERFORMANCE MANAGEMENT, ABSENCE MANAGEMENT, ETC.) ■ EMPLOYMENT CONDITIONS (SALARY, HOLIDAYS, BENEFITS, ETC.) ■ WORKFORCE ANALYSIS (SENIORITY, TRAINING, TURNOVER, RISK OF DEPARTURE, ETC.)